

NEW HAMPSHIRE DEPARTMENT OF EDUCATION  
DIVISION OF EDUCATOR SUPPORT AND HIGHER EDUCATION  
101 Pleasant Street, Concord, NH 03301

**PROFESSIONAL STANDARDS BOARD**

**December 2, 2020**

**Meeting held via Zoom due to the COVID-19 pandemic**

**12:03 pm to 2:27 pm**

**Meeting Minutes**

**Regular Meeting: Meeting held via Zoom due to the COVID-19 pandemic**

**Members Present:** Cynthia Lucero, Kirk Beitler, Tom Laliberte, Beth McClure, Joann Misra, Irv Richardson, Page Thompkins, David Webster, Christopher Benedetti, and Steve Appleby.

**Members Absent:** Joanne Goetzler, Christina White, Kimberly Yarlott, and Mary Murphy

**Department Staff:** Kim Wilson, William Ross, and Laura Stoneking

**Guests:** Diane Monico (CTE), Nicole Hiemarck, Donna Couture, Doug Cullen, Pam Harland, Laura Thomas, Jessica Gilcreast, Caitlin Bennett, and Joe Crawford

**I. CALL TO ORDER**

**A. Zoom Meeting Ground Rules**

Chair Cynthia Lucero called to order the regular meeting of the Professional Standards Board at 12:03 pm, held as a Zoom teleconference call.

**II. APPROVAL OF MINUTES**

**A. Meeting Minutes of November 4, 2020**

**MOTION:** Irv Richardson made the following motion, seconded by Steve Appleby, that the Professional Standards Board approve the meeting minutes of November 4, 2020.

**VOTE:** The motion was approved by unanimous vote by the Professional Standards Board, with Kirk Beitler, Joann Misra, and David Webster abstaining due to being absent from the prior meeting. A roll call vote was taken by Kim Wilson.

**III. NEW BUSINESS**

**A. NH Alliance on College and Career Readiness - Work-Based Learning Coordinator**

Nicole Heimarck began the presentation by giving background on the Alliance. They are taking a networked approach to engage communities and policymakers in developing policies and procedures to enhance college and career opportunities for students. Doug Cullen specified that they want the PSB to provide insight and direction on creating a Work-Based Learning (WBL) certification that is supported by the Department of Education.

As Nicole Hiemarck explained, the benefits for students include hands-on learning, early career exploration, and enhanced networking that will follow them into the workplace. Students who have done WBL are more experienced and hireable. However, there needs to be oversight to ensure student safety, learning, and adherence to standards. There are already many people working in similar roles in New Hampshire, but due to Senate Bill 276 that went into effect in July 2020, there are now legal obligations to take into consideration.

Doug Cullen detailed the three derivations of WBL and outside-of-classroom experiences: 1) Aligning classroom and workplace learning together; 2) The application of academic, technical, and employment skills in a work setting; and 2) Supporting the classroom learning experience with workplace mentors.

Donna Couture added that according to Ed 306, extended learning opportunities (ELO) applies to all learning that happens outside of a traditional classroom setting. While many of the professionals currently overseeing these opportunities are highly experienced, a proper certification would help professionals understand where their responsibilities lie and build more high-quality program implementation. Doug Cullen mentioned that there are currently only around 10 states that have anything in place for WBL certification or credentialing.

Beth McClure queried if aligning ELOs with the classroom curriculum would impact other standards, as well as how to reach people already doing this in order to include them on a subcommittee. Doug Cullen responded that the program is still too new in most states to have good data, but that the data from Wisconsin and Vermont can be reviewed. Nicole Heimarck added that both the NH Alliance and ELON are eager to help in this matter and have active membership of individuals performing these responsibilities.

A board member asked what the appetite is of universities for such a program. Donna Couture and Doug Cullen pointed out that Vermont already has such a program, and detailed the New Hampshire universities, such as Keene State and Plymouth, that have already shown interest.

Tom Laliberte cautioned that the implementation could be a challenge, especially in rural areas. Donna Couture assured him that the ELO Network has grown and is putting in systems to help rural areas access regional ELO coordinators.

#### **IV. OPEN BOARD DISCUSSION**

##### **A. Committee Updates**

1. Ed 507.11 and Ed 612.04 - Elementary Education Teacher - Chair, Beth McClure

Beth McClure reported that the committee met in November and set four goals:

- i. Content area should appear on New Hampshire teacher licenses.
- ii. Teachers should follow the 50% rule regarding teaching in their content area.
- iii. The committee wants to offer clear parameters to clarify what a concentration in Math, Science, ELA, and Social Studies means.
- iv. Teachers with a K-8 license should be required to have coursework or professional development and lifespan development that includes early childhood and adolescents or psychology.

Beth McClure also mentioned that they formed four small teams to gather information to define what a concentration means in social studies, math, science, and ELA. They are also looking to get broader feedback from K-8 licensed educators.

Bill Ross mentioned that the pool is around 8,000 people, though the majority of K-8 credential holders opt to teach K-6 and not 7-8.

2. Ed 507.35 - Educational Interpreter/Transliterater for Children and Youth Ages 3-21 - Chair: Kirk Beitler

Kirk Beitler reported that he spoke with the few people in the state who have such certification. He is looking to get them engaged, as well as trying to engage the community that receives the services in the school setting.

Bill Ross mentioned that there are only around 16 credential holders in the entire state, and most of them do not have a work email in the EIS system. He is working on tracking down appropriate contact information in order to move the process along.

3. Ed 505.07 and Ed 610.02 - Professional Education Requirements - Co-Chairs: Tom Laliberte and Cynthia Lucero

Tom Laliberte reported on the committee's progress from summer 2019 - summer 2020. They collected guiding documents, analyzed the current Pro-Ed standards, evaluated both the current standards and the guiding documents, and created a new recommendation of Pro-Ed standards. The guiding documents they used were from several states, including California, Michigan, Vermont, and New Hampshire.

The group decided to change the name from Professional *Education* Requirements to Professional *Educator* Requirements. Additionally, the requirements were reworded to use active language and each listed requirement now begins with a verb.

Additionally, Mr. Laliberte went into detail on the changes made to the four domains:

- i. Learning Environment (was Learner Development)
- ii. Student Learning (was Content)
- iii. Instructional Practices (was Learning Facilitation Practice)
- iv. Professional Requirements (was Professional Responsibility)

Additionally, the committee is recommending that once these changes get through all the steps and are approved, a group of practitioners should be brought in to create an Addendum, a guiding document to deepen the understanding of the standards.

Mr. Ross noted that the addendum would allow the PSB to move the ball dramatically in terms of education in New Hampshire. It would not be a binding document, unlike the standards. Ms. McClure asked how the addendum would be shared more broadly. Mr. Laliberte answered that the group that creates it would probably help figure out the best vehicles to use to deliver it.

David Webster raised a point that buzzwords such as differentiated, formative, summative - will using those words in the standards tie them down to a specific definition, or will it be left open to allow room for new

best practices that will come up in the future? Mr. Laliberte said that perhaps there is reason to define the terms. Chris Benedetti suggested that the addendum could be updated more frequently than the standards, which are on a 10-year cycle.

Mr. Ross clarified that the addendum is really a way to communicate the PSB's thoughts and reasons behind rules so that down the line, when members have changed, the reasoning behind old rules will still be clear and there will not be a guessing game. The addendum should be an explanation of what the PSB sees as foundational for the entry level teacher in New Hampshire.

Page Thompkins questioned if the "interpretation" of the standards inherent in the proposed addendum document would have any legal implications. Steve Appleby advised caution as the document can explain in a strictly editorial sense, but cannot have any real weight or power. He advised that attorneys should be consulted.

Chair, Cynthia Lucero asked everyone to carefully review the proposed changes before the February PSB meeting.

4. Master Teacher License - Co-Chairs: Irv Richardson and Page Thompkins

Irv Richardson reported that they will have a meeting on December 14th and should have something to present at the February PSB meeting.

5. Ed 506.01, Ed 506.02, Ed 506.03, Ed 506.04, Ed 506.05, Ed 506.06, Ed 506.07, Ed 506.08, and Ed 507.01 - Chair: Kimberly Yarlott

Joe Crawford reported that there is nothing in particular to update.

Mr. Ross brought up the discussion from last month vis-à-vis "business administrator", and if that is truly an educational administrator. They do not want a business administrator with no education experience, to be on a path to superintendent licensure. It is worthwhile to add a specification of experience to the superintendent rule, to exclude business administrators. Mr. Crawford suggested running this possible change past Steve Martin.

Mr. Thompkins expressed some confusion over the existing pathways for master's degrees and requested that clarification be added to the wording. Mr. Appleby suggesting adding an addendum to these rules, too, as a little

leeway must be left in the rules to account for degree variations across the nation.

Mr. Ross concurred with Mr. Thompkins that it was not clear if the rules required those specific master's programs, or if the requirement was to have the skills acquired from having completed a master's program. Further clarification is needed.

6. Ed 507.48 and Ed 507.49 - Comprehensive Marketing Educator and Comprehensive Business Educator - Chair: Mary Murphy

Mr. Ross reported that he sent Mary Murphy the contact list for the relevant credential holders. She will be sending out a survey to comprehensive business and comprehensive marketing educators, proposing changes to the standard that effects their credentials. Ms. Murphy hopes to have a completed analysis of the results prior to the next PSB meeting to share with the group. She will begin drafting changes based on what she learns.

Mr. Ross stressed that the number of teachers who will be impacted by this change is very small.

7. Ed 507.21 - Library Media Specialist - Chair, Tom Laliberte

Tom Laliberte began by reviewing the issues raised in the previous meeting, namely: 1) Use of the word "effective" in front of "educator"; 2) Use of the word "administrator" when talking about the program; and 3) Specialist versus teacher.

Pam Harland updated on the above issues. The changes include changing "program administrator" to "program manager"; removing "effective educator" and replacing it with "educational or instructional specialist"; and changing the name of the endorsement from Library Media Specialist to School Librarian. This name change is a national recommendation.

Bill Ross clarified the difference between an Educational Specialist and an Instructional Specialist. Dr. Harland agreed that based on the official definitions, the wording should be Instructional Specialist.

Mr. Laliberte raised the question once again of whether or not elementary school librarians can give grades, and if there is a difference between a numerical/letter grade or a participation/behavior grade. Cynthia Lucero

added to the question and asked if an instructional specialist can be considered the teacher of record.

Bill Ross responded that there's nothing in the rule to indicate they could. Page Thompkins questioned if this is even something that the PSB needs to address, or if it is something to be left up to each individual district. Mr. Ross countered that technically, library skills as a class are not included under any teacher's endorsement, in which case anyone would be allowed to instruct in this area.

**MOTION:** Chris Benedetti made the following motion, seconded by Joann Masri, that the Professional Standards Board accept the proposed changes to Ed 507.21 - Library Media Specialist.

**VOTE:** The motion was approved by unanimous vote by the Professional Standards Board. A roll call vote was taken by Kim Wilson.

8. Ed 507.35 and Ed 507.39 - Theater Teacher and Music Teacher - Chair: Joanne Goelzer

No update was provided.

9. Ed 507.18 - Early Childhood Education Teacher - Co-Chairs: Joann Misra and Cynthia Lucero

Joann Misra reported that she has a list of potential stakeholders and has drafted an email to send out to them.

10. Ed 507.37 - Classical Languages Teacher - Chair: Tom Laliberte

Mr. Laliberte reported that his work on this is on hold as he is focusing efforts on the Library and Pro-Ed groups. As soon as he completes the work on one of those groups, he will refocus his attention on Classical Languages.

Mr. Ross reported that he has a list of Latin credential holders to assist, but he is struggling to find Greek credential holders. He is contacting people directly to gauge willingness to participate in this process.

11. Ed 507.17 - ESOL Teacher - Chair: Kirk Beitler

Kirk Beitler updated that he has received a list of ESOL teachers in the state from Mr. Ross. He will reach out to that group and begin the conversation about reviewing that rule.

12. Ed 507.20 - Library Media Coordinator - Co-Chairs: Chris Benedetti and Kim Yarlott

Chris Benedetti reported that there is nothing to update. Kim Yarlott is trying to get information from the state. Ms. Lucero asked if they are thinking of changing their title as well, like the Library Media Specialist name change. Mr. Benedetti confirmed that this is likely to happen.

**V. DEPARTMENT REPORT**

**A. Update on Rulemaking**

Steve Appleby reported that last month, glitches were identified in the pathway changes that had been made. Mr. Ross explained that the Site-Based Licensing Plan (SBLP) had wording that the credential required for the endorsement must be held before they can get a statement of eligibility. This requirement would severely impact the pathway. For example, the pipeline for schools psychologists would be curtailed as normally speaking, why start practicing, under supervision, after they have finished all coursework but before they have finished their internship work.

Additionally, the number of courses required has been lowered for critical shortage areas. There is an additional change regarding the wording around the Praxis II pathway for people who have already been teachers to show their competencies. The rule was accidentally worded that the test *must* be used, rather than it *may* be used. This wording will be amended.

Mr. Appleby discussed how convoluted the internal process of rulemaking is that leads to these types of glitches. Some internal changes have been made to attempt to smooth out the process. Additionally, he has been speaking with a company that makes rule and statute tracking software for the public sector. They have found funding to pay for this software, which will eliminate many of these errors.

Mr. Thompkins noted that nearly every teacher license is on the critical shortage list. If requirements are reduced for those on the list, then it's as though requirements are being reduced for nearly the entire profession. Mr. Appleby responded that no one wants to lower the bar. An additional component is that there is federal loan forgiveness for those who pursue careers from the critical shortage list.

**B. State Board of Education Update**

Steve Appleby said there is nothing further to report, except that he will be bringing Pathways back to the State Board, probably in January.

**C. Council for Teacher Education (CTE)**

Diane Monico reported that they are continuing the work with program approval. Ms. Lucero asked if approvals were being held in-person or virtually. Laura Stoneking answered that the decision is being made on a case-by-case basis. UNH was done remotely. Granite State is slated for one site review and the rest of their programs for a paper/remote review. Decisions about the March and April reviews have not yet been made.

**VI. OLD BUSINESS**

Kirk Beitler asked if there was any update on social studies standards. Steve Appleby said they have heard nothing, and he promised to check on it.

**VII. TABLED ITEMS**

There were no tabled items.

**VIII. ADJOURNMENT**

Page Thompkins made the following motion, seconded by Steve Appleby, to adjourn the meeting. Chair, Cynthia Lucero adjourned the meeting at 2:27 pm.